

ORDINANCE RECORD**VILLAGE OF NEWBURGH HEIGHTS, OHIO****ORDINANCE NO. 2023-24****INTRODUCED BY:** Mayor Traore**AN ORDINANCE ADOPTING THE VILLAGE'S UPDATED PERSONNEL POLICY MANUAL, AND DECLARING AN EMERGENCY.**

WHEREAS, the Village periodically reviews and updates its Personnel Policy Manual;

WHEREAS, the updated Personnel Policy Manual reflects the addition of various personnel policies already adopted and approved by Council, and includes additional updated policy language;

WHEREAS, the updated Personnel Policy Manual addresses changes or additions in connection with hair discrimination, programs and services, immigration law compliance, vaccination policy, employee equity and diversity training, employee benefits, departmental operating procedures, mailroom accessibility, Village recognized holidays, employment termination, local government property;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF NEWBURGH HEIGHTS, CUYAHOGA COUNTY, OHIO, that:

Section 1. Council hereby adopts the Village Personnel Policy Manual, as revised, effective as of June 6, 2023, a copy of which is attached hereto as Exhibit A and which is incorporated herein by reference as if fully rewritten.

Section 2. The Personnel Policy Manual attached hereto as Exhibit A shall supersede any prior Personnel Policy Manual, effective immediately.

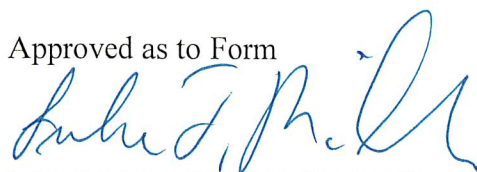
Section 3. That it is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council that resulted in such formal action occurred in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 4. This Ordinance is hereby determined to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the Village and its residents, the emergency being the need to pass this legislation in time to allow for the immediate implementation of all of the revisions and updates made to the Personnel Policy Manual. Therefore, provided it receives two-thirds (2/3) of the vote of


all members of Council elected thereto, said Ordinance shall be in full force and effect immediately upon its adoption by the Council and approval by the Mayor, otherwise from and after the earliest period allowed by law.

PASSED: June 6, 2023

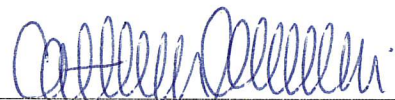
Approved as to Form



Solicitor



Gigi Traore, Mayor
Village of Newburgh Heights, Ohio



Cathleen Nagorski, Fiscal Officer
Village of Newburgh Heights, Ohio

1ST Reading: 6/6/2023 - as amended
2ND Reading: 6/6/2023 - as amended
3RD Reading: 6/6/2023 - as amended